

**UNMC GME Office**  
**“Absence for health reasons” policy**

**ACGME Common Program Requirements:**

VI.C.1.d.(1): Resident must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours <sup>(Core)</sup>

VI.C.2: There are circumstances in which residents may be unable to attend work, including but not limited to fatigue, illness, and family emergencies. Each program must have policies and procedures in place that ensure coverage of patient care in the event that a resident may be unable to perform their patient care responsibilities. These policies must be implemented without fear of negative consequences for the resident who is unable to provide the clinical work <sup>(Core)</sup>

- Sick leave accrues 1 day per month you are at UNMC until you’ve been employed for 2 years (after 2 consecutive years, you receive 6 months of sick leave)

VI.C.1.d.(1):

- Residents will be permitted to take time off for attending medical, mental health, or dental care appointments including those scheduled during working hours.
- Residents are advised to inform the Program Director/Program Coordinator with as much advance notice as possible to make alternative arrangements.
- Residents can assist but are not responsible for finding coverage during their absence
- Residents can use the accrued sick days as per UNMC policy
- If all sick days are used up, alternative arrangements will be made by the Program to permit the resident to attend to their health care appointments

VI.C.2:

- If the resident is unable to perform their duties due to fatigue, illness, or family emergency, the program will permit the resident to attend to that emergency.
- Residents are advised to inform the Program Director/Program Coordinator to make alternative arrangements
- Residents are not responsible for finding coverage during their absence
- Residents may use the accrued sick days as per UNMC policy
- If all sick days are used up, alternative arrangements will be made by the Program to permit the resident to attend to their health care emergency commitments/appointments.